

# Comparisons of Job Characteristics

**Focus Occupation:** [Healthcare Social Workers \(21-1022\)](#)

**Associated Occupation:** [Substance Abuse and Behavioral Disorder Counselors \(21-1011\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 93

**Focus Occupation:** Healthcare Social Workers (21-1022)

**Associated Occupation:** Substance Abuse and Behavioral Disorder Counselors (21-1011)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Therapy and Counseling	3.8	21.2	23.5	>	Current knowledge level is likely sufficient
Psychology	6.4	19.0	22.5	>>	Current knowledge level is likely more than sufficient
Education and Training	9.2	15.6	12.2	<<	Extensive education and/or training may be required
Clerical	7.3	12.2	8.5	<<	Extensive education and/or training may be required
Law and Government	5.9	10.8	10.2	0	Current knowledge level may be sufficient
Sociology and Anthropology	4.1	10.7	17.9	>>	Current knowledge level is likely more than sufficient
Philosophy and Theology	3.2	6.9	11.4	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 91

**Focus Occupation:** Healthcare Social Workers (21-1022)

**Associated Occupation:** Substance Abuse and Behavioral Disorder Counselors (21-1011)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Social Perceptiveness	9.1	16.7	17.1	0	Current skill level may be sufficient
Active Listening	11.0	15.1	16.2	0	Current skill level may be sufficient
Monitoring	9.9	13.2	11.3	<	A higher skill level may be required
Service Orientation	7.9	12.9	14.1	0	Current skill level may be sufficient
Persuasion	7.4	11.4	10.6	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 98			
Focus Occupation: Healthcare Social Workers (21-1022)					
Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.1	15.4	0	Current ability level may be sufficient
Oral Expression	12.4	15.1	15.7	0	Current ability level may be sufficient
Problem Sensitivity	11.1	13.9	13.9	0	Current ability level may be sufficient
Speech Clarity	10.2	13.6	12.3	<	Some improvement in abilities may be required
Written Comprehension	11.0	13.5	13.9	0	Current ability level may be sufficient
Inductive Reasoning	10.2	12.9	12.9	0	Current ability level may be sufficient
Written Expression	9.8	12.8	12.4	0	Current ability level may be sufficient
Deductive Reasoning	10.6	11.8	14.3	>	Current ability level is likely sufficient
Speech Recognition	9.9	11.6	14.4	>	Current ability level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 97
Focus Occupation: Healthcare Social Workers (21-1022) Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)		
Work Activities	Exclusivity of Activity	
Advise clients in emergency situations	89	
Coordinate social service activities with resource providers	77	
Counsel individuals with personal problems	81	
Develop plans for programs or projects	31	
Empathize with others during counseling or related services	69	
Evaluate client progress against measurable recorded goals	89	
Evaluate patient response to therapy	78	
Follow confidentiality procedures	58	
Follow patient observation procedures	71	
Manage detailed case records in a social work setting	82	
Monitor client progress	84	
Recognize physical or emotional abuse	68	
Record client's personal data	80	
Refer clients to community services or resources	76	
Relate to clients' socioeconomic conditions	82	

Use agency mission as a guideline in social services delivery	84
Use behavior modification techniques	81
Use conflict resolution techniques	56
Use counseling techniques	60
Use grief counseling techniques	76
Use interpersonal communication techniques	10
Use intervention techniques	84
Use interviewing procedures	23

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 93

**Focus Occupation: Healthcare Social Workers (21-1022)**

**Associated Occupation: Substance Abuse and Behavioral Disorder Counselors (21-1011)**

Tools and Technologies	Exclusivity
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.